

SURVEY OF WOMEN AGRICULTURAL WORKERS, TEN CALIFORNIA COUNTIES

Table 1--Number of Hourly and Piece-Rate Women Agricultural Workers in Sample,
By County

Peak employment week for women during 12-month period, July 1963-June 1964

County	Women hourly and piece-rate workers in sample						
	Total	Hourly workers		Piece workers			
		Number	Percent	Total		Hours recorded by employer	Hours not recorded by employer
				Number	Percent		
Total, 10 counties	9,117	4,996	54.8	4,121	45.2	886	3,235
Tulare	2,296	1,812	78.9	484	21.1	138	346
Fresno	2,224	1,097	49.3	1,127	50.7	87	1,040
Riverside	1,147	1,038	90.5	109	9.5	22	87
Stanislaus	841	246	29.2	595	70.8	326	269
San Joaquin	808	172	21.3	636	78.7	61	575
Santa Clara	744	132	17.7	612	82.3	140	472
Butte, Sutter, and Yuba	682	172	25.2	510	74.8	92	418
Ventura	375	327	87.2	48	12.8	20	28

California Department of Industrial Relations
Division of Labor Statistics and Research
September 16, 1964

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Table 2—Number of Women Agricultural Workers in Sample, Both Hourly and Piece-Rate Workers
By Crop and Activity Within County

Peak employment week for women during 12-month period, July 1963-June 1964

Crop and activity	Number of hourly-paid and piece-rate women in sample								
	Total, 10 counties	Tulare	Fresno	River- side	Stani- slaus	San Joaquin	Santa Clara	Butte, Sutter, and Yuba	Ven- tura
Total, all crops	9,117	2,296	2,224	1,147	841	808	744	682	375
Grapes	4,118	1,067	1,640	1,038	65	275	27	6	-
Picking	2,362	418	1,103	599	53	156	27	6	-
Thinning	1,176	376	343	417	-	40	-	-	-
Vine tying	91	38	48	-	-	5	-	-	-
Other activities	489	235	146	22	12	74	-	-	-
Vegetables	1,196	178	165	68	180	148	224	21	212
Tomato picking	392	166	104	-	-	45	44	3	30
Other vegetable picking	303	7	13	49	-	19	90	-	125
Onion topping	113	-	-	-	-	37	36	-	40
Weeding, hoeing, or thinning	249	5	34	-	180	22	8	-	-
Other activities	139	-	14	19	-	25	46	18	17
Cotton	974	678	287	9	-	-	-	-	-
Chopping	936	675	252	9	-	-	-	-	-
Other activities	38	3	35	-	-	-	-	-	-
Peaches	594	74	33	-	163	18	-	306	-
Picking	303	26	-	-	130	16	-	131	-
Thinning	209	22	-	-	16	1	-	170	-
Other activities	82	26	33	-	17	1	-	5	-
Strawberries	297	-	7	-	125	23	12	-	130
Picking	281	-	7	-	117	23	11	-	123
Other activities	16	-	-	-	8	-	1	-	7
Apricots	439	-	15	-	25	17	382	-	-
Picking	45	-	-	-	25	6	14	-	-
Cutting	375	-	15	-	-	11	349	-	-
Other activities	19	-	-	-	-	-	19	-	-
Prunes or plums	274	23	-	-	-	-	53	198	-
Picking	257	23	-	-	-	-	39	195	-
Other activities	17	-	-	-	-	-	14	3	-
Cherries	222	42	-	-	-	165	15	-	-
Picking	220	42	-	-	-	165	13	-	-
Sorting	2	-	-	-	-	-	2	-	-
Bushberries	382	-	-	-	265	117	-	-	-
Picking	367	-	-	-	250	117	-	-	-
Other activities	15	-	-	-	15	-	-	-	-
Citrus	182	151	-	21	-	-	-	-	10
Picking	177	146	-	21	-	-	-	-	10
Other activities	5	5	-	-	-	-	-	-	-
Almonds or walnuts	144	-	5	-	7	16	6	88	22
Picking	90	-	-	-	6	16	6	40	22
Other activities	54	-	5	-	1	-	-	48	-
Olive picking	74	53	-	-	-	-	-	21	-
Fig picking	64	-	54	-	-	-	-	10	-
Nectarines	17	10	-	-	-	-	-	7	-
Picking	3	3	-	-	-	-	-	-	-
Other activities	14	7	-	-	-	-	-	7	-
Checker or supervisor, any crop	85	10	7	8	11	28	8	12	1
Other and crop not reported	55	10	11	3	-	1	17	13	-

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Table 3—Number of Hourly-Paid Women Agricultural Workers in Sample
By Crop and Activity Within County

Peak employment week for women during 12-month period, July 1963-June 1964

Crop and activity	Number of hourly-paid women in sample								
	Total, 10 counties	Tulare	Fresno	River- side	Stani- slaus	San Joaquin	Santa Clara	Butte, Sutter, and Yuba	Ven- tura
Total, all crops	4,996	1,812	1,097	1,038	246	172	132	172	327
Grapes	2,600	880	640	1,016	2	56	6	-	-
Picking	1,007	247	171	577	-	6	6	-	-
Thinning	1,175	375	343	417	-	40	-	-	-
Vine tying	39	^a 24	10	-	-	5	-	-	-
Other activities	379	234	116	22	2	5	-	-	-
Vegetables	809	171	125	2	180	61	56	18	196
Tomato picking	305	166	104	-	-	5	-	-	30
Other vegetable picking	135	-	-	2	-	9	7	-	117
Onion topping	45	-	-	-	-	5	-	-	40
Weeding, hoeing, or thinning	217	5	7	-	180	17	8	-	-
Other activities	107	-	14	-	-	25	41	18	9
Cotton	953	660	284	9	-	-	-	-	-
Chopping	921	660	252	9	-	-	-	-	-
Other activities	32	-	32	-	-	-	-	-	-
Peaches	143	43	8	-	30	5	-	57	-
Picking	35	9	-	-	8	4	-	14	-
Thinning	54	8	-	-	5	-	-	41	-
Other activities	54	26	8	-	17	1	-	2	-
Strawberries	178	-	7	-	8	23	10	-	130
Picking	162	-	7	-	-	23	9	-	123
Other activities	16	-	-	-	8	-	1	-	7
Apricots	28	-	-	-	-	-	28	-	-
Picking	-	-	-	-	-	-	-	-	-
Cutting	14	-	-	-	-	-	14	-	-
Other activities	14	-	-	-	-	-	14	-	-
Prunes or plums	43	23	-	-	-	-	14	6	-
Picking	26	23	-	-	-	-	-	3	-
Other activities	17	-	-	-	-	-	14	3	-
Cherries	2	-	-	-	-	-	2	-	-
Picking	-	-	-	-	-	-	-	-	-
Sorting	2	-	-	-	-	-	2	-	-
Bushberries	15	-	-	-	15	-	-	-	-
Picking	-	-	-	-	-	-	-	-	-
Other activities	15	-	-	-	15	-	-	-	-
Citrus	5	5	-	-	-	-	-	-	-
Picking	-	-	-	-	-	-	-	-	-
Other activities	5	5	-	-	-	-	-	-	-
Almonds or walnuts	80	-	4	-	-	-	-	76	-
Picking	28	-	-	-	-	-	-	28	-
Other activities	52	-	4	-	-	-	-	48	-
Olive picking	-	-	-	-	-	-	-	-	-
Fig picking	21	-	21	-	-	-	-	-	-
Nectarines	10	10	-	-	-	-	-	-	-
Picking	3	3	-	-	-	-	-	-	-
Other activities	7	7	-	-	-	-	-	-	-
Checker or super- visor, any crop	82	10	7	8	11	26	8	11	1
Other and crop not reported	27	10	1	3	-	1	8	4	-

^aIncludes 71 workers "straightening bunches," 49 "tipping" and 44 "pulling leaves."

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Table 4—Number of Piece-Rate Women Agricultural Workers in Sample
By Crop and Activity Within County

Peak employment week for women during 12-month period, July 1963-June 1964

Crop and activity	Number of piece-rate women in sample								
	Total, 10 counties	Tulare	Fresno	River- side	Stani- slaus	San Joaquin	Santa Clara	Butte, Sutter, and Yuba	Ven- tura
Total, all crops	4,121	484	1,127	109	595	636	612	510	48
Grapes	1,518	187	1,000	22	63	219	21	6	-
Picking	1,355	171	932	22	53	150	21	6	-
Thinning	1	1	-	-	-	-	-	-	-
Vine tying	52	14	38	-	-	-	-	-	-
Other activities	110	1	30	-	10	69	-	-	-
Vegetables	387	7	40	66	-	87	168	3	16
Tomato picking	87	-	-	-	-	40	44	3	-
Other vegetable picking	168	7	13	47	-	10	83	-	8
Onion topping	68	-	-	-	-	32	36	-	-
Weeding, hoeing, or thinning	32	-	27	-	-	5	-	-	-
Other activities	32	-	-	19	-	-	5	-	8
Cotton	21	18	3	-	-	-	-	-	-
Chopping	15	15	-	-	-	-	-	-	-
Other activities	6	3	3	-	-	-	-	-	-
Peaches	451	31	25	-	133	13	-	249	-
Picking	268	17	-	-	122	12	-	117	-
Thinning	155	14	-	-	11	1	-	129	-
Other activities	28	-	25	-	-	-	-	3	-
Strawberries	119	-	-	-	117	-	2	-	-
Picking	119	-	-	-	117	-	2	-	-
Other activities	-	-	-	-	-	-	-	-	-
Apricots	411	-	15	-	25	17	354	-	-
Picking	45	-	-	-	25	6	14	-	-
Cutting	361	-	15	-	-	11	335	-	-
Other activities	5	-	-	-	-	-	5	-	-
Prunes or plums	231	-	-	-	-	-	39	192	-
Picking	231	-	-	-	-	-	39	192	-
Other activities	-	-	-	-	-	-	-	-	-
Cherries	220	42	-	-	-	165	13	-	-
Picking	220	42	-	-	-	165	13	-	-
Sorting	-	-	-	-	-	-	-	-	-
Bushberries	367	-	-	-	250	117	-	-	-
Picking	367	-	-	-	250	117	-	-	-
Other activities	-	-	-	-	-	-	-	-	-
Citrus	177	146	-	21	-	-	-	-	10
Picking	177	146	-	21	-	-	-	-	10
Other activities	-	-	-	-	-	-	-	-	-
Almonds or walnuts	64	-	1	-	7	16	6	12	22
Picking	62	-	-	-	6	16	6	12	22
Other activities	2	-	1	-	1	-	-	-	-
Olive picking	74	53	-	-	-	-	-	21	-
Fig picking	43	-	33	-	-	-	-	10	-
Nectarines	7	-	-	-	-	-	-	7	-
Picking	-	-	-	-	-	-	-	-	-
Other activities	7	-	-	-	-	-	-	7	-
Checker or super- visor, any crop	3	-	-	-	-	2	-	1	-
Other and crop not reported	28	-	10	-	-	-	9	9	-

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Table 5--Hourly Earnings of Women HOURLY WORKERS, By County

Peak employment week for women during 12-month period, July 1963-June 1964

Hourly earnings	Women HOURLY WORKERS in sample								
	Total, 10 counties	Tulare	Fresno	Riverside	Stanislaus	San Joaquin	Santa Clara	Butte, Sutter, and Yuba	Ventura
Number of women for whom hourly earnings derived	4,996	1,812	1,097	1,038	246	172	132	172	327
<u>Average hourly earnings</u>									
Median	\$1.10	\$1.10	\$1.10	\$1.10	\$1.00	\$1.25	\$1.11	\$1.25	\$1.00
Arithmetic mean	1.12	1.15	1.10	1.09	1.13	1.22	1.15	1.24	1.02
<u>Number of women earning</u>									
Under \$1.00 per hour	8	2	-	-	6	-	-	-	-
\$1.00 - 1.04	917	6	126	318	141	28	25	18	255
1.05 - 1.09	269	68	120	15	-	-	8	1	57
1.10 - 1.14	2,348	1,014	648	640	8	2	35	-	1
1.15 - 1.19	587	398	105	18	27	13	17	9	-
1.20 - 1.24	156	107	21	6	5	6	8	3	-
1.25 - 1.29	527	160	64	9	35	102	29	116	12
1.30 - 1.34	31	12	2	1	1	4	2	9	-
1.35 - 1.39	36	4	5	1	3	12	4	6	1
1.40 - 1.44	16	8	-	5	1	-	-	2	-
1.45 - 1.49	4	1	1	-	1	-	-	1	-
1.50 - 1.54	43	15	5	4	4	5	2	7	1
1.55 - 1.59	3	2	-	1	-	-	-	-	-
1.60 - 1.64	11	-	-	6	5	-	-	-	-
1.65 - 1.69	3	-	-	-	2	-	1	-	-
1.70 - 1.74	3	-	-	3	-	-	-	-	-
1.75 - 1.79	4	-	-	3	1	-	-	-	-
1.80 - 1.84	4	-	-	2	1	-	1	-	-
1.85 - 1.89	-	-	-	-	-	-	-	-	-
1.90 - 1.94	-	-	-	-	-	-	-	-	-
1.95 - 1.99	12	12	-	-	-	-	-	-	-
2.00 - 2.49	10	3	-	3	4	-	-	-	-
2.50 - 2.99	3	-	-	3	-	-	-	-	-
3.00 and over	1	-	-	-	1	-	-	-	-

SURVEY OF WOMEN AGRICULTURAL WORKERS, TEN CALIFORNIA COUNTIES
Peak Employment Week for Women, July 1963-June 1964

Highlights

Coverage of survey

--A sample of growers and farm labor contractors with 10 or more workers in: fruit and tree nut farms; vegetable farms; general farms, primarily crop; and cotton farms. "Fruit and tree nut farms" include: grapes, peaches, apricots, cherries, prunes, plums, oranges, lemons, figs, nectarines, olives, bushberries, strawberries, walnuts, almonds, etc.

--Ten counties:

Fresno	Ventura
Tulare	Riverside
San Joaquin	Butte
Stanislaus	Sutter
Santa Clara	Yuba

--Sample included 1,333 growers and farm labor contractors, representing 26 percent of the employers and 58 percent of the employees in the crops and counties surveyed. (Table 12)

Farms with women workers (Table 13)

--636 (48 percent) of the 1,333 farms in the sample employed women in the occupations covered by Industrial Welfare Commission Order 14-61.

--697 farms (52 percent) did not employ women in these occupations.

Hourly and piece-rate workers (Table 1)

--9,117 women were employed by farms in the sample.

--4,996 women (55 percent) were paid on an hourly basis.

--4,121 women (45 percent) were paid on a piece-rate basis.

Records of hours worked by piece-rate workers (Table 13)

--46 farms, with 886 women, kept records of hours worked by piece workers.

--313 farms, with 3,235 women, kept NO records of hours worked by piece workers.

--49 farms kept no records of hours or earnings of women piece workers, most of whom were wives working with their husbands.

Hourly earnings of hourly workers (Tables 5, 6, and 7)

- \$1.10 per hour was the average (median) rate paid to the 4,996 women paid on an hourly basis. (Table 5)
- 46 percent (2,276 women) were paid \$1.10 per hour; 17 percent (862 women), \$1.00 per hour; 11 percent (536 women), \$1.15 per hour, and 10 percent (475 women), \$1.25 per hour.
- 61 percent of the hourly-paid women were employed by growers and 39 percent by farm labor contractors. The median rate paid by each type of employer was the same, \$1.10 per hour.
- 52 percent of the 4,996 hourly-paid women worked in grapes and 19 percent in cotton. The median rate for both crops was \$1.10 per hour. (Table 6)
- 16 percent worked in vegetables, where the hourly rate was \$1.10 for tomato picking and \$1.00 for other vegetables.
- 5 percent worked in peaches, almonds and walnuts, and plums and prunes, where the median hourly rate was \$1.25; 4 percent in berries, with a median of \$1.00 per hour.
- In Fresno, Tulare, and Riverside counties, where grapes and cotton were the principal crops, the median rate was \$1.10 per hour. (Table 7)
- In Stanislaus and Ventura, where vegetables (other than tomatoes) and berries were the main crops, the median hourly rate was \$1.00.
- In the Butte-Sutter-Yuba area, where peaches, almonds, and walnuts were the main crops, the median rate was \$1.25 per hour.

Hourly earnings of piece-rate workers (Table 8)

- \$1.31 per hour was the median hourly earnings of the 886 women piece-rate workers for whom hours records were kept.
- 134 of the 886 women piece-rate workers (15 percent) earned less than \$1.00 per hour.
- Of the 134 women piece-rate workers who earned less than \$1.00 per hour, 101 worked in berries, 20 in apricots, 7 in citrus, and 6 in vegetables.

Weekly earnings of piece-rate workers (Tables 9 and 10)

- Earnings were reported on a weekly basis for 1,759 of the 3,235 women piece-rate workers. The number of hours worked by most of these women during the payroll week was unknown.
- The median weekly earnings of the 1,759 women piece-rate workers was \$36.24. (Table 10)
- Median weekly earnings ranged from a low of \$9.60 in berries to a high of \$62.15 in cherries.
- 569 of the 1,759 women piece-rate workers whose earnings were reported for one week were in Fresno County, where median earnings were \$45.12 (Table 9)

Women piece-rate workers paid less than \$4.00 for any one day (Table 11)

- At least 239 women piece-rate workers were paid less than \$4.00 for one or more of the days they worked. (This information could be obtained only from those employers who submitted daily payroll records.)
- Of the 239 women, 118 worked in bushberries, 60 in vegetables, 27 in grapes, and 34 in other crops.

Hours worked per week (Table 15)

- 50 percent of 570 piece-rate workers whose hours were reported for one week worked 24 hours or less during the week. Six percent worked more than 48 hours.
- 30 percent of 3,425 hourly-paid workers whose hours were reported for one week worked 24 hours or less during the week; 33 percent worked more than 48 hours.

Women employed by growers and farm labor contractors (Table 14)

- 68 percent of the 9,117 women in the survey worked for growers; 32 percent for farm labor contractors.
- The proportion of women employed by farm labor contractors was highest in San Joaquin County, 42 percent; and lowest in Butte-Sutter-Yuba, 3 percent.
- In all except two crops--cotton and cherries--growers employed a larger number of women than farm labor contractors. In cotton, 73 percent were hired by contractors; in cherries, 57 percent.

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Peak Employment Week for Women, July 1963-June 1964

Summary of Hourly Earnings of Hourly and Piece-Rate Workers

All crops surveyed, ten counties combined

<u>Hourly earnings</u>	<u>Paid on hourly basis</u>	<u>Paid on piece-rate basis</u>
Number of women	4,996	886
<u>Average hourly earnings</u>		
Median	\$1.10	\$1.31
Arithmetic mean	1.12	1.37

<u>Percent earning--</u>	<u>Percent</u>	<u>Cumulative percent</u>	<u>Percent</u>	<u>Cumulative percent</u>
Under \$1.00 per hour	0.2	0.2	15.1	15.1
\$1.00 - \$1.04 per hour	18.4	18.6	5.5	20.6
1.05 - 1.09 " "	5.4	24.0	4.5	25.1
1.10 - 1.14 " "	46.9	70.9	5.6	30.7
1.15 - 1.19 " "	11.7	82.6	3.6	34.3
1.20 - 1.24 " "	3.1	85.7	5.8	40.1
1.25 - 1.29 " "	10.5	96.2	8.4	48.5
1.30 - 1.34 " "	0.6	96.8	5.4	53.9
1.35 - 1.39 " "	0.7	97.5	5.3	59.2
1.40 - 1.44 " "	0.3	97.8	3.6	62.8
1.45 - 1.49 " "	0.1	97.9	3.6	66.4
1.50 - 1.59 " "	1.0	98.9	8.8	75.2
1.60 - 1.69 " "	0.3	99.2	5.4	80.6
1.70 - 1.79 " "	0.2	99.4	3.0	83.6
1.80 - 1.89 " "	0.1	99.5	4.2	87.8
1.90 - 1.99 " "	0.2	99.7	3.3	91.1
2.00 - 2.49 " "	0.2	99.9	6.8	97.9
2.50 - 2.99 " "	0.1	100.0	1.5	99.4
3.00 and over " "	a		0.6	100.0
Total	100.0		100.0	

^aLess than $\frac{1}{2}$ of 1 percent.

SURVEY OF WOMEN AGRICULTURAL WORKERS, TEN CALIFORNIA COUNTIES
Peak Employment Week for Women, July 1963-June 1964

Background, Scope, and Method of Survey

At a meeting in San Francisco on April 29, 1964, the Industrial Welfare Commission requested the Division of Labor Statistics and Research to conduct a survey of the earnings of women agricultural workers covered by Order 14-61.

Since both time and resources for the survey were limited, data collection activities were directed toward crops and counties where women were most likely to be employed. In the absence of statistics on women workers in agriculture, helpful leads were obtained from organizations familiar with farm operations, including the California Farm Bureau Federation, Farm Placement Officers of the California Department of Employment, and others.

The scope of the survey and the method of data collection are outlined below.

Crops

The survey was limited to growers and farm labor contractors in the following categories:

1. Fruit and tree nut farms (includes grapes, peaches, apricots, cherries, prunes, plums, oranges, lemons, figs, nectarines, olives, strawberries, bushberries, walnuts, almonds, etc.)
2. Vegetable farms (includes tomatoes and all other vegetables)
3. General farms, primarily crop
4. Cotton farms

Counties

Counties included in the survey were selected on the basis of (a) having relatively high total employment in the crops being surveyed and (b) representing various geographic areas in the State.

The ten counties surveyed were:

Fresno	Ventura
Tulare	Riverside
San Joaquin	Sutter
Stanislaus	Butte
Santa Clara	Yuba

Occupations

The survey included women 18 years old and over in pre-harvest and harvest occupations covered by Order 14-61, such as: picking, field packing, bunching,

Occupations (continued)

thinning, planting, pruning, weeding, hoeing, topping, vine tying, field grading, etc.

After-harvest occupations not covered by Order 14-61 were omitted from the survey. With the exception of apricot cutting, all packing shed work was excluded.

Universe and sample

The survey was confined to farms and farm labor contractors with a total of 10 or more employees (men, women, and minors) in the third quarter of 1963. For citrus farms only, farms with 10 or more workers in either the third or the fourth quarter of 1963 were included.

A total of 5,211 farms and farm labor contractors, with approximately 86,000 employees in July 1963, fell in the universe of crops and counties being surveyed. The sample selected from this total included 1,333 farms and farm labor contractors, with approximately 50,000 employees in July 1963. The sample thus represented 26 percent of the employers and 58 percent of the employees in the universe of crops and counties being surveyed.

Farms with women workers

Among the 1,333 farms and farm labor contractors in the sample, 636 indicated that they employed women in the occupations covered by Order 14-61 at some time during the 12-month survey period, July 1963-June 1964. The remaining 697 employers, according to the information obtained, did not employ women in these occupations during the 12-month period.

Farms employing women were asked to report hours and earnings data for the week or pay period during July 1963-June 1964 when the largest number of women were on their payroll. Thus, the employment and earnings information in the survey do not all relate to the same date or to the same pay period. A 12-month survey period was used in order to obtain earnings for the maximum number of women workers in as wide a variety of crops and activities as possible.

Collection of data

Since this was a "pilot" or exploratory survey, several methods of data collection were used. Survey interviewers called on farms and labor contractors and secured earnings information directly from payroll records for 452 of the 636 growers and contractors who employed women workers. Information for the remaining 184 employers with women workers was obtained by mail questionnaire.

Of the 697 growers and contractors not employing women, 367 reports were obtained from officials in Farm Placement Offices who were familiar enough with the farmer's operations to state that he employed no women. Of the remainder of farms having no women, 225 reports were obtained by mail questionnaire and 105 by survey interviewers.

Hourly and piece workers

Information was collected for 9,117 women workers covered by Order 14-61. Of these, 4,996 (55 percent) were paid on an hourly basis and 4,121 (45 percent) on a piece-rate basis (see tables 1-4). Hourly earnings were computed for the 4,996 hourly-paid women. These figures are shown in Tables 5, 6, and 7.

Of the 359 employers who paid the majority of their women workers on a piece-rate basis, only 46 with 886 women workers, kept a record of hours worked by piece workers. The remaining 313 employers, with 3,235 women, did not keep a record of hours worked by piece workers. Table 8 presents the hourly earnings of the 886 piece workers for whom hours were recorded. Weekly earnings of piece workers whose earnings were reported for one week are in Tables 9 and 10.

Median and arithmetic mean

Two types of averages were computed: the median and the arithmetic mean.

The median is the midpoint in the range of earnings--half the employees make the same or less than the median rate and half make the same or more.

The arithmetic mean is the average obtained by adding the hourly earnings of all employees and dividing this sum by the total number of employees in the distribution.